

Napa County
System Improvement Plan Approval Document
Received: October 7, 2004

Program Areas	Improvement Plan			Anticipated Date of Completion
	*Required		Strategy	
	Yes	No		
Safety:				
<ul style="list-style-type: none">Recurrence of Maltreatment		X	<p>Increase opportunities to provide prevention services by communicating the movement of CWS towards prevention services to our current and prospective community partners.</p> <ul style="list-style-type: none">Meet w/partners & discuss ways to collaborate expansion & prevention effortsIdentify additional community partners to collaborate with, and meet w/them to develop new efforts in prevention <p>Enhance assessment & screening skills of staff, to include prevention as well as intervention, to identify families who could benefit from prevention services.</p> <ul style="list-style-type: none">Develop a prevention services training outlineDetermine training responsibilities & establish training datesAll staff should complete prevention services training by <p>Develop a campaign that promotes child abuse prevention as a community responsibility by educating the community & families that prevention is as important as intervention.</p> <ul style="list-style-type: none">Work w/CAPC to develop a prevention message and plan for disseminationMeet w/community partners to carry out the message of preventative waysIdentify & train a cadre of volunteers to carry the message to the community	<p>12/31/04</p> <p>3/31/05 9/30/05</p> <p>3/31/05</p> <p>6/30/05</p> <p>9/30/05</p> <p>11/30/04</p> <p>4/1/05- 9/30/05</p> <p>9/30/05</p>

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			Increase family participation in safety planning w/staff through Family Group Conferencing. <ul style="list-style-type: none"> - Explore expansion of Family Group Conferencing w/ Probation & Mental Health - Communicate to staff the shift to family participation through training from the Breakthrough Series Collaborative 	3/31/05 6/30/05
			<i>Data reports and contact with county will be used to monitor progress.</i>	
<ul style="list-style-type: none"> • Abuse/Neglect in foster care 		X		
<ul style="list-style-type: none"> • Timely ER Response (process measure) 		X		
<ul style="list-style-type: none"> • Social Worker Visits with child (process measure) 	X		The integrity of data entry is a problem, and an action plan will be developed to increase efficient and effective data entry for social worker visits. <ul style="list-style-type: none"> - While not included in the first year SIP, it is a priority area for continued monitoring to determine effects of current SIP actions and need for inclusion in a subsequent SIP. 	
Permanency				
<ul style="list-style-type: none"> • Time to Reunification 	X		While not included in the first year SIP, it is a priority area for continued monitoring to determine effects of current SIP	

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			actions and need for inclusion in a subsequent SIP.	
<ul style="list-style-type: none"> Time to Adoption 	X		The actions being taken in Systemic Area C, Foster/Adoptive Parent Licensing, Recruitment & Retention, should have a positive impact on this outcome.	
<ul style="list-style-type: none"> Placement Stability 		X		
<ul style="list-style-type: none"> Foster Care re-entry 	X		Same as above, the Systemic actions being taken should positively impact this outcome. Number of placements and re-entry should decline if placement's are a more appropriate match to the child's needs.	
			<i>Data reports and contact with county will be used to monitor progress.</i>	
Well-Being				
<ul style="list-style-type: none"> Preserving family relationships 				
<ul style="list-style-type: none"> Least Restrictive Placements 				
<ul style="list-style-type: none"> ICWA Placements 				
<ul style="list-style-type: none"> ILP 			<p>Ensure 90% of youth eligible for ILP will have a timely Transition to Independent Living Plan (TILP) by their sixteenth birthday or upon entry if already of age. Establish the importance of timely transition and referral planning by developing a method to query both CPS & Probation databases.</p> <p>-Verify the respective databases have the required data.</p> <p>-Determine report format, frequency, and i.d. an individual to coordinate an ongoing query and report development.</p>	<p>11/30/04</p> <p>1/31/05</p> <p>3/31/05</p>

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			<ul style="list-style-type: none"> - Distribute query reports to CPS, Probation, and the ILP Coordinator. Within 45 days of sixteenth birthday, CPS & Probation will distribute TILP to youth, family, case file, and ILP Coordinator. -Supervisors in both agencies are notified they can sign off on case plans only if accompanied by a TILP for eligible youth. Distribute when signatures are obtained CPS & Probation will use a checklist to monitor progress on TILP goals. -Develop the checklist -Include on checklist completion of ILP training modules w/ outcome areas tracked by CWS/CMS. -Distribute checklist w/ procedures and progress reporting timelines for supervision. Fifty percent of all eligible probation youth will have a Learning Information for Future Endeavors (L.I.F.E.) Conference at age 16 or time of entry. -Train 2 Probation staff in L.I.F.E. Conferencing. - Implement a L.I.F.E. Conferencing pilot program w/ probation youth in transition. 	<p>11/30/04</p> <p>3/31/05</p> <p>6/30/05</p> <p>9/30/05</p> <p>11/30/04</p> <p>3/31/05</p>
			<i>Data reports, Safe Measures and contact with county will be used to monitor progress.</i>	

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Program Areas	Improvement Plan			Measurement Method and/or Due Date
	*Required		Strategy	
	Yes	No		
Systemic				
<ul style="list-style-type: none">Statewide Information System				
<ul style="list-style-type: none">Case Review System				
<ul style="list-style-type: none">Quality Assurance System				
<ul style="list-style-type: none">Training				
<ul style="list-style-type: none">Service Array				
<ul style="list-style-type: none">Agency Responsiveness to the Community				
<ul style="list-style-type: none">Foster and Adoptive Parent Licensing, Recruitment and Retention			<p>Use recently acquired private funding to work w/ a local non-profit to develop a ½ time position for recruitment & support of adoptive parents (To alleviate some of this duty on SW's). Focus recruitment in a targeted area for both families who will accept foster children from CPS and Probation.</p> <ul style="list-style-type: none">Secure committed funding from local philanthropyIdentify a local non-profit to coordinate the grantWork w/ local non-profit to develop job descriptionWork w/ local non-profit to recruit hire and train for the position <p>Explore implementing Family-to-Family to add to Foster Parent recruitment efforts through:</p> <p>1) Finding foster and kin homes who can support children/families in their own neighborhood 2)</p>	<p>12/31/04</p> <p>12/31/04</p> <p>12/31/04</p> <p>1/31/05</p>

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			<p>Establishing relationships w/a wide range of community organizations in neighborhoods</p> <p>3) Involving foster parents, caseworkers, birth families & community in all placement decisions</p> <p>4) Use self-evaluation teams to collect/analyze & interpret data about outcomes</p> <ul style="list-style-type: none"> - Identify & visit counties that use the program - Secure start-up & ongoing funding from local community based sources - If successful in securing funding, hire a program coordinator to implement the program <p>Break down the barriers/stereotypes about children in need of foster care (e.g. Probation youth, birth family involvement) so that more foster families will accept them.</p> <ul style="list-style-type: none"> - Gather training & educational info from other counties and states - Create training for SW's, Probation officers, potential & current foster/adoptive parents - Include foster parents of 602 children, adoptions reps, probation in the 12hr. Foster Care Orientation to present on placement options & dispel stereotypes & myths - Develop & disseminate materials about foster care youth and placement options <p>Increase support to families to consider adoptions through SW case mgmt and Family Group Conferencing, and expand permanent placement options as well.</p> <ul style="list-style-type: none"> - Develop materials regarding adoption that reflect differences in 	<p>12/31/04</p> <p>3/30/05</p> <p>6/30/05</p> <p>3/30/05</p> <p>6/30/05</p> <p>3/30/05</p> <p>9/30/05</p> <p>6/30/05</p>
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			<div>culture & geography</div> <div>- Meet w/ SW's to promote/discuss strategies for early adoption w/birth families</div> <div>- Increase outreach to relatives & non-relatives regarding adoption</div>	<div>6/30/05</div> <div>9/30/05</div>
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Comments:

San Francisco County submitted a 3 Year SIP. This document only represents the strategies scheduled for implementation in Year 1 and Year 1/2. Strategies scheduled for implementation in Year 2 and Year 2/3 are not listed in this report.

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